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At a regular meeting of the Board of County Commissioners for Garfield County, Colorado, held in the Commissioners' Meeting Room, Garfield County Administration Building, in Glenwood Springs on Monday, the 21st day of July, 2025, there were present:

Tom Jankovsky, Commissioner Chairman
Mike Samson, Commissioner
Perry Will, Commissioner
Fred Jarman, County Manager
Jacklyn Harmon, Clerk of the Board
Heather Beattie, County Attorney

when the following proceedings, among others were had and done, to-wit:

RESOLUTION NO.

A RESOLUTION IMPLEMENTING A TEMPORARY HIRING FREEZE IN GARFIELD COUNTY

WHEREAS, the Garfield County Board of County Commissioners, exercising its exclusive power regarding the budget of Garfield County government pursuant to C.R.S. § 30-11-107(2)(a), and in recognition the need to exercise fiscal responsibility in the face of budgetary constraints and economic uncertainty; and

WHEREAS, personnel costs represent a significant portion of the County's overall budget; and

WHEREAS, the County seeks to proactively manage expenditures while maintaining essential services to the public; and

WHEREAS, a temporary hiring freeze will provide an opportunity to assess staffing needs and align resources with the County’s long-term strategic goals;

WHEREAS, a temporary hiring freeze will be implemented with the following measures:

Section 1. Implementation of Hiring Freeze

Effective immediately upon adoption of this Resolution, a hiring freeze shall be implemented across all departments and offices under the jurisdiction of Garfield County.

Section 2. Scope and Application

The hiring freeze shall apply to:

- a) All full-time, part-time, temporary, and seasonal positions.
- b) New hires and reclassifications resulting in an increased budgetary obligation.

Section 3. Exemptions to the Hiring Freeze

- a) Administrative Department Directors are exempted from the terms of this Resolution. All other positions currently being advertised, shall be removed from the County's website effective on July 21st, 2025 and a press release shall be issued announcing this current freeze.
- b) Successful candidates in a current hiring process that have been provided with a written job offer letter as of July 21st, 2025 are exempted from the terms of this Resolution.
- c) The Board of County Commissioners shall be the sole decision-maker for any request made by Department Heads and/or Elected Officials requesting an exemption from this policy. In such cases, those requests shall be required to provide a business case for the Commissioners in a public meeting which specifically includes:
 - o The reasons why the position should be filled;
 - o The specific budget impacts from filling the position;
 - o What other alternatives were explored without filling the position; and
 - o What implications would result if the position were not filled.

Section 4. Duration and Review

This hiring freeze shall remain in effect until December 31, 2026, unless amended, rescinded, or extended by further decision of the Garfield County Board of County Commissioners.

NOW, THEREFORE, BE IT RESOLVED by the Board of County Commissioners of Garfield County, Colorado, that this hiring freeze and provisions detailed within shall be effective immediately.

Dated this _____ day of _____, A.D. 2025.

ATTEST:

GARFIELD COUNTY BOARD OF
COMMISSIONERS, GARFIELD
COUNTY, COLORADO

Clerk of the Board

_____.
Chairman

Upon motion duly made and seconded the foregoing Resolution was adopted by the following vote:

Tom Jankovsky, Aye
Mike Samson, Aye
Perry Will, Aye

STATE OF COLORADO)
)ss
County of Garfield)

I, _____, County Clerk and ex-officio Clerk of the Board of County Commissioners in and for the County and State aforesaid do hereby certify that the annexed and foregoing Resolution is truly copied from the Records of the Proceeding of the Board of County Commissioners for said Garfield County, now in my office.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of said County, at Glenwood Springs, this ____ day of _____, A.D. 2025

County Clerk and ex-officio Clerk of the Board of County Commissioners